

EXECUTIVE OFFSITE

November 2009





Human Capital Strategy

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Bottom Line Up Front

● In summary:

- ✓ Beginning in January 2010, the DFAS Human Capital Strategy will be refreshed
- ✓ Human and Organizational Capital Committee's collaborative efforts will :
 - Analyze and eliminate performance gaps
 - Utilize the Human Capital Assessment and Accountability Framework to assess human capital infrastructure
 - Align with DoD Strategic Human Capital Planning initiatives
 - Incorporate workforce development objectives
- ✓ This effort will support the DFAS strategy

Strategic Influences: *Integration & Balance*

**Govt-wide
OPM**

Direction

**Objectives and
Assessment Tools**

**DoD
Guidance**

**Competency &
Workforce
Management
Initiatives**

**DFAS
Strategy**

**Agency Human
Capital Strategic
Direction**

**Identify > Prioritize >
Execute**

Government-wide Human Capital Strategic Priorities

End-to-End Staffing Reform

Enhancing the Workplace Environment

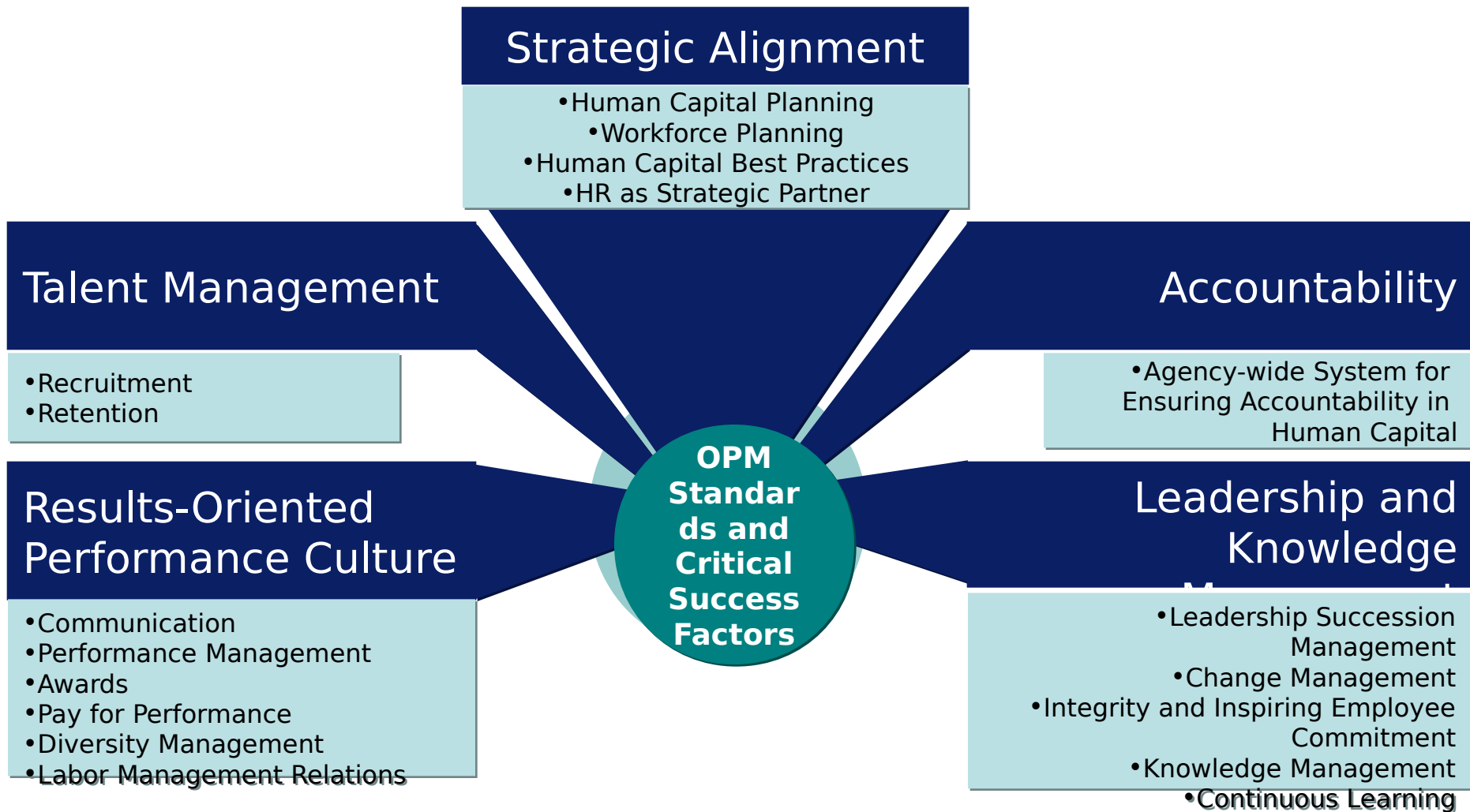
Competency Management

Workforce Planning

Leadership Development

OPM Human Capital Assessment & Accountability

Framework



DoD-wide Human Capital Strategic

Functional Community Management



Competency Management

Workforce Planning

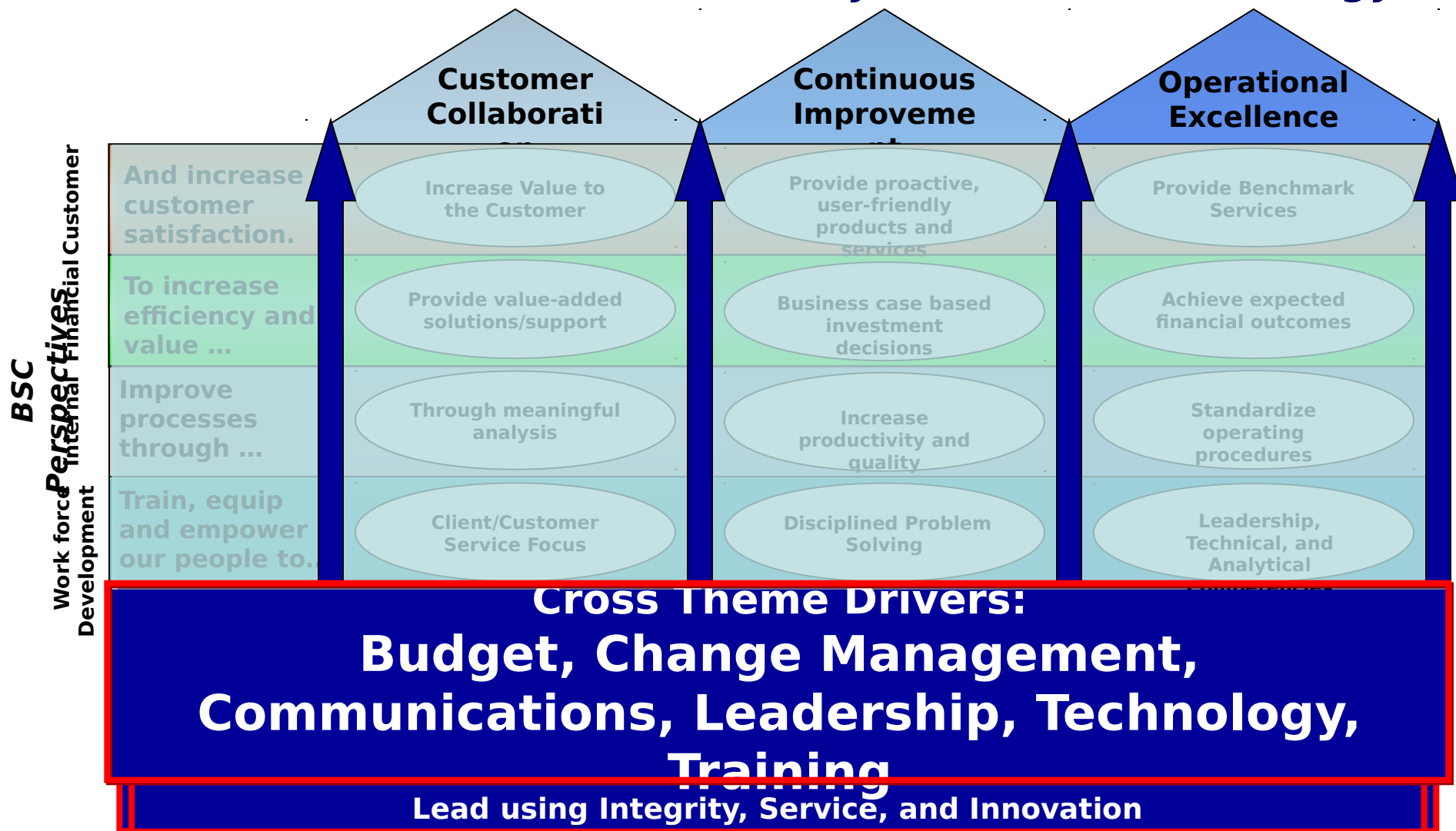


In-sourcing

Civilian Expeditionary Workforce

2010 - 2015 DFAS Strategy Map

Cross theme drivers link directly to DFAS HC Strategy



Refresh Efforts



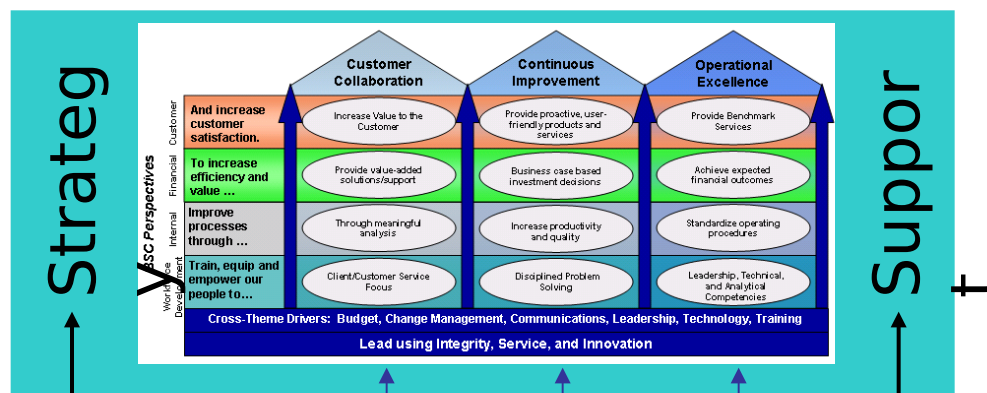
HUMAN AND ORGANIZATIONAL CAPITAL COMMITTEE

EXECUTIVE CHAMPION AUDREY ECKHART

- Align with values, cross theme drivers, and strategic plan
 - Align with DoD Strategic Human Capital Planning initiatives
- Drive development of strategy and measures to meet OPM Human Capital Standards

Refresh Outcome - Foundational Strategy

Driver



Buy-in Agency-wide



Refreshed Human Capital Strategy

Analyze and eliminate performance gaps

Align with DoD Strategic Human Capital Planning initiatives

Utilize Human Capital Assessment and Accountability Framework

Incorporate workforce development objectives

What Can I Do Now?

- **Sharpen your focus on workforce readiness**

- **Brief Self Assessment**

- ✓ I see the link between the agency strategy and the management of human capital
- ✓ Employees have the required proficiencies to be successful
- ✓ I have a plan for those who don't
- ✓ I know what my most critical positions are
- ✓ I know who my most successful people are
- ✓ I am aware of how much I spend on training and I invest those dollars in direct support of my highest priorities
- ✓ I am actively involved in supporting activities resulting from the OAS survey
- ✓ I know how many of my staff are retirement eligible and will be within the next 5 years
- ✓ I have plans to address my succession gaps
- ✓ I know how many I'm losing and why

If the answer is 'No', HR & SBM can help